



UNITED STATES MARINE CORPS
TRAINING AND EDUCATION COMMAND
QUANTICO, VIRGINIA 22134-5027

TECOMO 5420.1 Ch 1
C461
10 Feb 2005

TRAINING AND EDUCATION COMMAND ORDER 5420.1 Ch 1

From: Commanding General

To: Distribution List

Subj: TRAINING AND EDUCATION CENTERS OF EXCELLENCE (TECOE)

Encl: (1) New page inserts to TECOMO 5420.1

1. Situation. To transmit new page inserts and direct pen changes to the basic order.
2. Mission. The basic Order assigns six duties to each TECOE. The first of these duties is development of training continua for each MOS. As an adjunct duty, TECOEs will also prepare MOS Roadmaps, procedures for which are contained in TECOMO 1500.1.
3. Execution
 - a. Remove the letterhead page and page 2 of the basic order and replace them with the corresponding pages contained in the enclosure.
 - b. On page 4 of the basic order, subparagraph 3a(2)(a)1b and subparagraph 3a(2)(a)2b, last sentence, change "reference (b)" to "reference (c)."
 - c. On page 4 and 5 of the basic order, paragraph 3a(3), both sentences, change "reference (c)" to read "reference (d)."
4. Administration.
 - a. Change Notation. Paragraphs denoted by an asterisk (*) symbol, contain changes not previously published.
 - b. Filing Instructions. File this Change transmittal immediately behind the signature page of the basic Order.
5. Command and Signal. This change is effective immediately.


J. W. BEAROR
Chief of Staff

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QUANTICO, VIRGINIA 22134-5027

TECOMO 5420.1
C461
15 Dec 2003

TRAINING AND EDUCATION COMMAND ORDER 5420.1 w/Ch 1

From: Commanding General
To: Distribution List

Subj: TRAINING AND EDUCATION CENTERS OF EXCELLENCE (TECOE)

Ref: (a) MCO 1510.89A
* (b) *TECOMO 1500.1*
(c) MCO P3500.72
(d) *TECOMO 3501.1*

Encl: (1) Sample Training and Education Continuums and Framework
for All Thing T&E
(2) T&R Manual Development and Review Responsibility Ma-
trix

1. Situation. To establish the procedures, tasks and responsi-
bilities for Training and Education Centers of Excellence (TECOE).

2. Mission. TECOEs serve as the focus for designated training
and education issues within the Marine Corps. Their primary re-
sponsibility is the creation, maintenance, sustainment, and syn-
chronization of the Training and Education Continuum for a par-
ticular Military Occupational Specialty (MOS), occupational field,
warfighting function, or common military skill. TECOEs provide
connectivity between the Operating Forces, Expeditionary Force De-
velopment Center (EFDC), Advocates, Marine Corps Systems Command
(MCSC), the Marine Corps Warfighting Laboratory (MCWL), and Train-
ing and Education Command (TECOM). In concert with these organi-
zations, TECOEs produce timely and relevant solutions for vali-
dated training and education requirements resulting from new tech-
nology, equipment, organizational changes, or doctrine.

a. **Occupational Field/MOS TECOEs** are dedicated to a specific
occupational field or a specific MOS. These TECOEs are responsi-
ble for the training continuum for their respective occupational
field/MOS even if all courses for that occupational field/MOS are
not taught at that site.

b. **Functional TECOEs** include those centers focused on spe-
cific operational environments or warfighting functions such as
cold weather operations, jungle operations, or command and con-
trol.

c. **Common Military Skills TECOEs** are responsible for a spe-
cific portion of the Marine Corps Common Skills program, such

as marksmanship and martial arts, which focuses on specific skills applicable to all MOSs, per reference (a).

3. Execution

a. TECOE will be established through a charter signed by the Deputy Commanding General (DepCG), TECOM. The charter will designate specific responsibilities and requirements for each TECOE based on the following core functions:

- * (1) **Develop training continua for their respective occupational field/MOS, Functional area, or Common Skill.** TECOE will develop, in concert with advocates and Operating Forces, standards for MOS qualification and continuum-related follow on training for their respective training and education area of responsibility. TECOE will identify and prioritize required distance learning products as well as training devices/simulators required to support training, and develop/review curricula in support of all training (to include applicable unit training). TECOE will ensure that all portions of the training continuum (entry-level, skill progression, Professional Military Education (PME), unit, and Common Skill training) that affect their area of responsibility are mutually supporting and avoid unnecessary duplication. Enclosure (1) is a sample training and education continuum diagram. *The training and education continua for each MOS will be recorded in MOS Roadmaps. Instructions for preparing MOS Roadmaps are contained in reference (b).*

(2) **Responsible for the development and review of Training and Readiness (T&R) Manuals.** DepCG, TECOM will designate those T&R Manuals for which appropriate TECOE will be responsible. The TECOE directors are responsible for the development, staffing, and submission to DepCG, TECOM of assigned T&R Manuals. TECOM will publish an annual bulletin designating T&R Manual development and review requirements. Publication and review timelines and plan of action and milestones will be established by TECOE directors and approved by DepCG, TECOM. TECOM G3 will serve as the coordination point between the TECOE and GTB/ATB in the development of T&R Manuals. TECOM's Ground Training Branch (GTB) and Aviation Training Branch (ATB) will function in Direct Support of those TECOE designated as executive agent for specific T&R Manuals. General guidance for T&R Manual development and responsibility follows:

(a) Pre-T&R Conference Actions

1 **TECOE**

a As directed by DepCG, TECOM, and in coordination with G3, develop POA&M and submit to TECOM G3